

**STATE HUMAN RELATIONS COMMISSION
FULL COMMISSION MEETING MINUTES
DOVER, DELAWARE**

THURSDAY, November 10, 2016

The November monthly meeting of the Delaware State Human Relations Commission was held by video-conference the Cannon Building, 861 Silver Lake Boulevard, Conference Room A, Dover, Delaware; and the Carvel Building, 820 N. French Street, 4th Floor Arts Conference Room, Wilmington, Delaware.

Attendance:

Commission Members Present: Acting Chairperson Gail Launay-Tarlecki. Commissioners Jamaal Bivens, Diaz Bonville, Whittona Burrell, Erika Caesar, Chok-Fun Chui (by phone), Bernice Edwards, Stephen Elkins, Michael Harpe, Kerri Harris, Jordan Hines, Doug James, Nancy Maihoff, Lorenzo Murdaugh, Olga Ramirez, Walter Smith Jr., Roy Sudler Jr., Robert Watson Jr., Rosemarie Williams and Delores Finger Wright. DAG Paige Schmittinger.

Commission Members not present: Chairperson Calvin Christopher. Commissioners Mashoor Awad (excused), Earnest Gulab (excused), Rose Mary Hendrix (excused) Prameela Kaza (excused) and Janet Maull-Martin (unexcused).

Staff from Division of Human Relations Office: Romona Fullman, Vincent Petroff and Kelly Fox.

Members of the public present: None

I Call to Order

SHRC Vice-Chair Launay-Tarlecki announced she was asked by Chair Christopher to chair tonight's meeting. The meeting was called to order by Vice-Chair Launay-Tarlecki at 5:15 p.m., followed by a period of silent meditation.

II Approval of Minutes

The minutes for the October SHRC meeting were submitted. A motion was made to accept the minutes by Commissioner Elkins. Motion was seconded by Commissioner Ramirez. A vote was taken, motion carries with no opposition.

III Members of the Public Present

None.

IV Chair's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
<u>Commission Vacancies</u> – Director Fullman reported that Commissioner Lathey's resignation letter has received by the office and forwarded to the Chair. There are currently 2 vacancies on the Commission. Vice-Chair Launay-Tarlecki asked new Commissioners to introduce themselves. Commissioners Finger Wright, Harris and Hines introduced themselves to the Commissioners.			
<u>Commission Committee assignments</u> – Vice-Chair Launay-Tarlecki encouraged Commissioners not currently assigned to a Committee to communicate their Committee of interest to Chair Christopher. She also reported that Chair Christopher is personally filling the SHRC vacancy on the Governor's Council on Equal Employment Opportunity Committee (GCEEO).			
<u>Training for new Commissioners</u> – Director Fullman reported that an orientation session will be scheduled for new Commissioners. She advised training will be open to all Commissioners.	Schedule orientation session	Director Fullman	Before end of calendar year.
<u>Joint Sunset Review Committee (JSRC)</u> – Director Fullman reported the questionnaire has been submitted to the Sunset Review Committee staff. Updates to the initial submission will be required. An example is the SHRC monthly minutes. They are forwarded once approved. Commissioners were reminded that the sunset review process provides the opportunity for the SHRC to propose changes to the Commission's enabling legislation that improves the value and service of the SHRC to the state and citizens. Chair Christopher has established an ad hoc Committee to communicate with other Commissioners	Solicit feedback of ideas, needs and challenges Schedule meeting	Ad hoc Committee Chair Christopher	Undefined Undefined

to obtain feedback and proposals. When meetings are scheduled all Commissioners are welcome to attend.			
<u>Human Relations Awareness Month</u> – Vice-Chair Launay-Tarlecki reported the Public Awareness Committee is working to organize an event for Human Relations Awareness Month. Further information will be reported during the new business portion of the meeting.	Human Relations Awareness Month event to be planned	Public Awareness Committee	Event to be scheduled in January
<u>December Meeting</u> – Vice-Chair Launay-Tarlecki reminded Commissioners of the change of date and location of the December meeting. The meeting will be held at the Duncan Center in Dover on Wednesday, December 7 th , at 5:30 p.m. Kelly will email directions to the location.	Email directions to Duncan Center	Kelly Brown	Following the meeting
<u>Ivy Planning Group</u> – Commissioners were reminded that this diversity and inclusion firm has been engaged by Governor Markell to conduct a review of state employment policies, procedures, etc. and their work was well underway. Director Fullman advised the Ivy Group is scheduled to meet with the GCEEEO at its December meeting.	Forward to Commissioners the email sent by Governor to state employees introducing the Ivy Planning Group.	Director Fullman	Following the meeting

V Director's Report

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leaders</i>	<i>Due Date</i>
Director Fullman shared a printed version of the Directors report.			
<u>Budget hearing</u> – Director Fullman reminded Commissioners of the Department of State's budget hearing with OMB scheduled November 15 th at 9:30am and encouraged attendance. She also reminded Commissioners the proposed DOS budget includes a request for contractual funds to extend the contract for the training coordinator position.	Attend budget hearing Email budget information	All available Commissioners Director Fullman	November 15, 2016 Undefined

Commissioner Ramirez asked if the current budget is available to Commissioners. Director Fullman will email budget information to Commissioners.			
<u>Updated Guidance on State & Local Land Use Laws</u> – HUD updated guidance on the application of the fair housing act to state and local land use and zoning laws. Land use and zoning decisions cannot create barriers to fair housing. Commissioners can attend zoning board meeting to monitor compliance.	Distribute calendar of city/town council meetings	Kelly Brown	Undefined
<u>Acknowledgements</u> –Thanks was extended to: Chair Christopher and Commissioners Hines, and Harpe for participating in the Annual NAACP Freedom Fund Awards Dinner; and Commissioners Burrell and Hines for their participation in the Selma: Bridge to the Ballot multigenerational forum.			
<u>2016 Post Election Divide</u> – Director Fullman suggested that the SHRC is uniquely positioned to lead or support actions that promote amicable relationships among racial and cultural groups in Delaware. She advised that Delawareans are experiencing the same divisiveness that many in America are experiencing and suggested this an important opportunity to increase the visibility of the SHRC as a relevant partner in creating a statewide environment of respect and inclusiveness.			
Commissioner Watson shared that he attended an event at the Delaware Museum last Saturday. The topic was on the Collins Park bombing in 1959. He recommend the Division consider obtaining the DVD of the event. Director Fullman expressed that it would be looked into.	Contact Delaware Museum concerning their event on the Collins Park bombing in 1959	Director Fullman	Undefined
Commissioner Maihoff inquired if there was a more	Forward agenda	Director Fullman	Undefined

detailed report on the conference Chair Christopher and Director Fullman attended. Director Fullman advised the conference was in August given by IAOHRA. She will send the agenda for the workshop.			
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VI Committee Reports

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<u>Public Awareness Committee (PAW)</u> – Commissioner James shared that another Comcast Newsmakers segment was done. Nicole Alston-Jackson did the interview. The PAW Committee agenda items will be shared with the body under New Business.			
<u>Legislative Committee (LEG)</u> – Vice-Chair Launay-Tarlecki encouraged Commissioners on the Committee attend the Budget Hearings. Commissioner Sudler asked if a new Chair of this Committee has been appointed. Director Fullman advised that Chair Christopher is working on the appointment.	Appoint new Legislative Committee Chair	Chair Christopher	Undefined
<u>Community Response Committee (CRC)</u> – Commissioner Maihoff reported she has set up an appointment to meet with a potential Commissioner for December. Another candidate interview is to be scheduled in January.			
<u>Governor’s Council on Equal Employment Opportunity Committee (GCEEO)</u> – Vice-Chair Launay-Tarlecki reported the next meeting is scheduled November 17 th at 10:30 a.m. in the Haslet Armory. The Office of Anti-Discrimination, Department of Labor is scheduled to			

give a presentation. The statewide diversity and inclusions assessment will also be discussed.			
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VII Old Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Director Fullman shared that tonight is DAG Paige Schmittinger's last official meeting. She expressed thanks for her service to the Commission. She shared that Zoe will be the interim DAG until a replacement is identified.			

VIII New Business

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
<p><u>Human Relations Awareness Month</u> – Commissioner James shared the Public Awareness Committee is working to develop an event for the month of January. There are multiple options/formats that are currently being considered. A discussion took place on the options/formats being considered.</p> <p>Commissioner James made a motion to hold a Human Relations Awareness Mont with a Governor Proclamation signing. The motion was seconded by Commissioner Burrell. A vote was taken. Motion carries with no opposition.</p> <p>Further discussion to take place during the Public Awareness Committee meeting. Commissioners Hines and Bivens volunteered to assist the Public Awareness Committee on this event.</p>	Human Relations Awareness Month event to be planned	Public Awareness Committee	Event to be scheduled in January

IX Good News

<i>Topic / Discussion</i>	<i>Actions to be Taken</i>	<i>Leader</i>	<i>Due Date</i>
Commissioner Burrell expressed congratulations to Director Fullman's award from the NAACP.			
Commissioner Burrell shared that her mother passed away on October 16 th . She thanked Commissioners for their condolences that were offered.			
Vice-Chair Launay-Tarlecki shared she attended a Common Interest Community conference last week. There were over 50 people in attendance. She suggested developing a partnership with the Common Interest Community Ombudsman.			
Commissioner Edwards shared that the First State Community Action Agency's annual dinner on November 21 st .			
Commissioner Harris shared that her wife is pregnant with their 2 nd child. They went to their 9 week ultrasound appointment today.			

XI Meeting Adjourned

The Commission meeting was adjourned at approximately 7:22 p.m. by Vice-Chair Chairperson Launay-Tarlecki.